



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 7/3/13	Interviewer: Laura Eckert/Sue Guenter-Schlesinger	RFA #13 – 33
Person(s) Requesting Assistance: [REDACTED] on behalf of student [REDACTED]		
Contact Numbers (telephone, e-mail, etc.):		
Status of Person(s) Interviewed (title, position, student status, etc.): Undergraduate student & researcher		
Requested Assistance Pertaining To (name, position, policy, project, etc.): [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☒ Administrator ☐ Faculty ☐ Staff ☒ Student ☒
Concern Regarding: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff ☒ Student ☒

Category: (Please check at least one)

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sex/Gender	<input checked="" type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
7/3/13	[REDACTED] t/c with Laura Eckert	Reporting student being harassed by another student. Initial intake.
7/3/13	Sue t/c with [REDACTED]	Noon appointment on Friday, July 5 with Laura Eckert

7/5/13	LE intake w/ [REDACTED]	<p>[REDACTED] is undergrad and employee researcher. Around fall quarter started doing research for [REDACTED] in [REDACTED]. Around then she also started dating a co-worker in the lab, [REDACTED], but they ended up breaking up. Around spring, [REDACTED] started coming on to her again, joking and acting in a way that wasn't comfortable for [REDACTED]. [REDACTED] says that [REDACTED] made her feel really bad about her work, like she was doing a bad job. [REDACTED] reports that sometimes at the end of the workday [REDACTED] sends her long text messages saying that she didn't do enough work, and then sends a sexual message that he would like to hook up again. [REDACTED] replies by saying "no."</p> <p>When other people are around [REDACTED] behavior isn't a problem. The only time he ever tried anything was when [REDACTED] started dating her current boyfriend and [REDACTED] would grab her waist, she would push him away, and he would keep doing it. He made [REDACTED] feel very uncomfortable.</p> <p>[REDACTED] would like [REDACTED] to respect her current relationship, to stop the behavior that is making her feel uncomfortable, and would like for someone to talk to him about the University's sexual harassment policy. [REDACTED] would like [REDACTED] to know that [REDACTED] and [REDACTED] and EOO know about this.</p> <p>[REDACTED] graduated in the spring with a [REDACTED] degree. [REDACTED] -</p> <p>Laura also referred [REDACTED] to the Counseling Center.</p>
7/5	LE t/c [REDACTED]	<p>LE met with [REDACTED], who gave permission for Laura to talk to [REDACTED] and [REDACTED]. Laura plans to call [REDACTED] on Monday to meet with her on Monday and get his perspective, go over the sexual harassment policy with him and tell him if he is doing this behavior cut it out immediately that Western does not tolerate this. Laura explained to [REDACTED] that her plan is to then give [REDACTED] an opportunity to do better. Laura also explained her plan to call [REDACTED] to let him know of dynamics in the lab, that she'll be talking to [REDACTED] Monday, that [REDACTED] has been leaving work to minimize her time alone with [REDACTED], and that he's got to supervise the lab.</p> <p>[REDACTED] asked Laura to call him Monday afternoon and let him know how the conversation went.</p>
7/5	LE t/c [REDACTED]	Left message
7/8	LE t/c to [REDACTED]	Voice mail box not set up yet, no answer
7/8	LE t/c to [REDACTED]	Lm, pls ask [REDACTED] to give Laura a call at 3307, and please call when you get this message.
7/8	t/c from [REDACTED]	Appointment scheduled for 11:30.
7/8	LE t/c to [REDACTED]	No need to call, heard from [REDACTED], no need for you to have him call me.

7/8	Laura meeting with [REDACTED]	<p>Laura provided [REDACTED] with an overview of EOO, prohibitions on retaliation, EOO's neutral role, and that EOO is here for him too. Laura reviewed the complaint procedure and said that [REDACTED] requested that EOO use the informal approach.</p> <p>Laura told [REDACTED] that [REDACTED] 2 concerns are that he allegedly supervises her work hours and sends her text messages with sexual content.</p> <p>[REDACTED] told Laura that at the end of spring, they were sleeping together again. He did pursue her a bit after she told him she was seeing someone else because that relationship wasn't formal yet. Then he backed off. Since that happened at the end of May [REDACTED] hasn't sent her anything until a few days ago, then she got upset and told him not to do it again and he doesn't plan to do so. [REDACTED] doesn't think it's fair to call it repeated unwanted sexual attention.</p> <p>As to work [REDACTED] said there is a lot of work to do and he was getting on her case. He recognizes this is better coming from a professor. Laura suggested he talk to [REDACTED] if there were issues with her hours.</p> <p>Laura reviewed the need to remember it is a work setting. She stated that [REDACTED] is not interested in any relationship with [REDACTED] other than talking about work at work. If the behavior continues, it could become pervasive/create a hostile work environment. Laura asked [REDACTED] not to discuss the situation.</p> <p>[REDACTED] committed to stop texting [REDACTED] not comment about the hours she is working, just talk as is necessary to work on projects, and not to retaliate against her.</p>
7/8	LE t/c [REDACTED]	[REDACTED] good conversation with [REDACTED]
7/8	LE t/c to [REDACTED]	Lm, pls call for status update
7/8	LE t/c to [REDACTED]	Relayed conversation with [REDACTED], she said [REDACTED] talked to her on Friday and said he supports me and if ever a problem then talk to him
7/8	t/c from [REDACTED]	LE called him back, relayed positive outcome
7/17	LE email to [REDACTED]	Checking in, how are you doing?
7/19	[REDACTED] email to LE	"Everything has been great since I talked to you. . . ."

Resolution:

☒ Resolved to Individual's Satisfaction [R]

☐ Transitioned to Complaint [F]

☐ Unresolved [U]

☐ Referred to another University Office [REF]